

Office of Human Resources
EEO & Labor and Employee Relations

TITLE IX REPORT

Presentation to the Board of Trustees
December 5, 2019



Office of Human Resources
EEO and Labor & Employee Relations
TITLE IX Report

Board Policies and Procedures

Article 4 – Personnel

4.5 Equal Employment Opportunity

... Consistent with this Policy, the Board has adopted policies including uniform internal complaint procedures to enable the Board, through its EEO Office, to detect and eliminate discrimination prohibited by this Policy.

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EEO/Title IX Policy

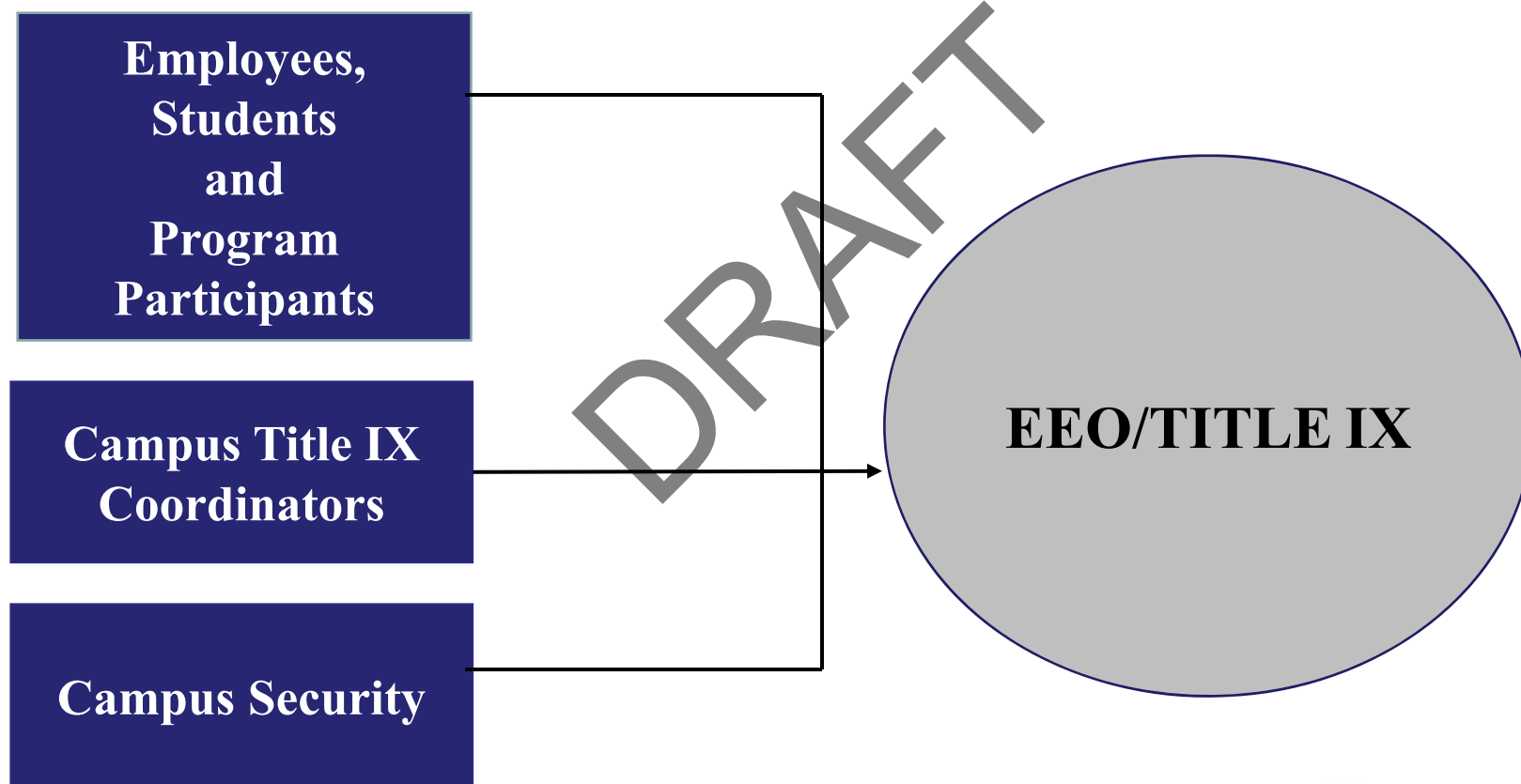
Sexual harassment is a form of sex discrimination and is prohibited by this policy, Title VII of the Civil Rights Act of 1964 (Title VII), and Title IX of the Education Amendments of 1972.

Two types of sexual harassment are:

- (1) Hostile work/academic environment; and
- (2) Quid pro quo.

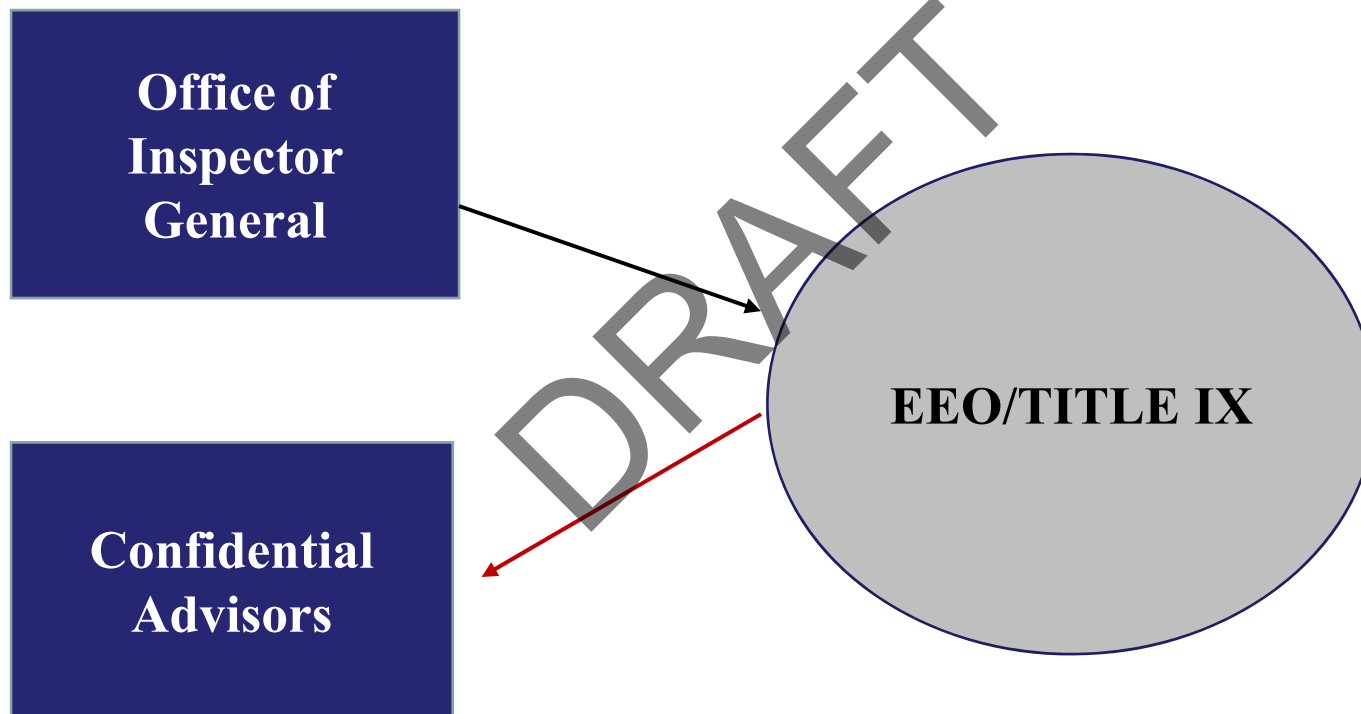
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TITLE IX REPORTING PROCESS



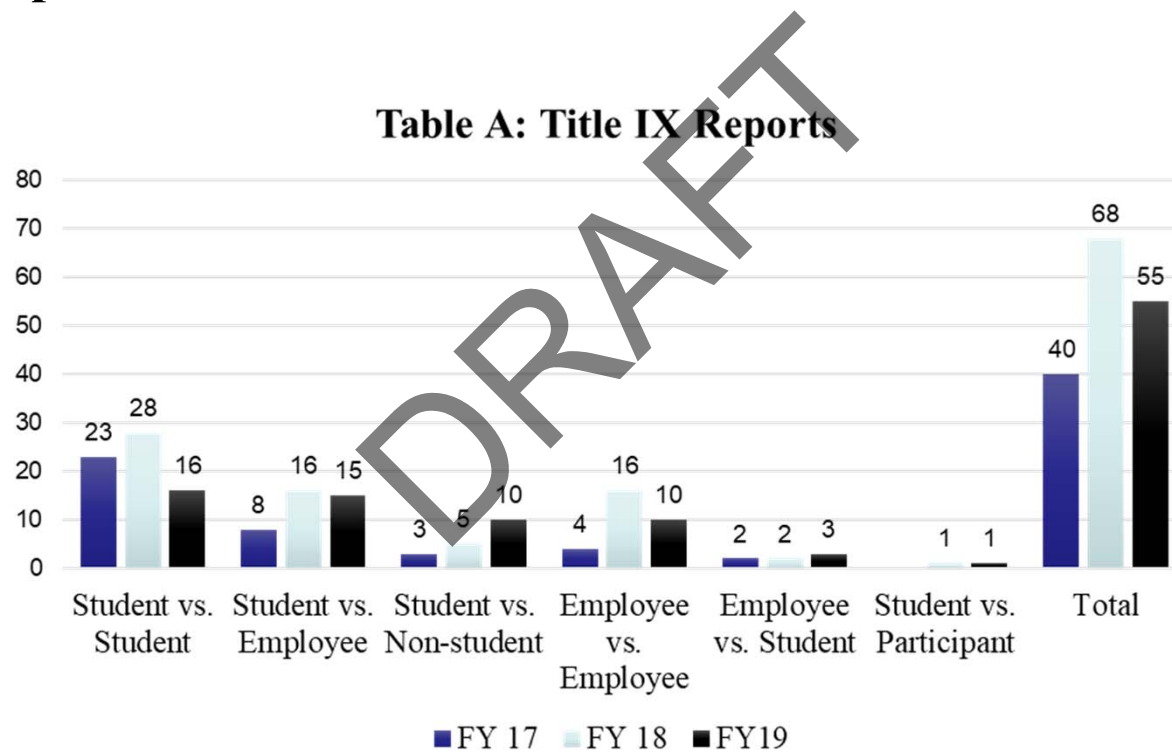
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Title IX Report Data



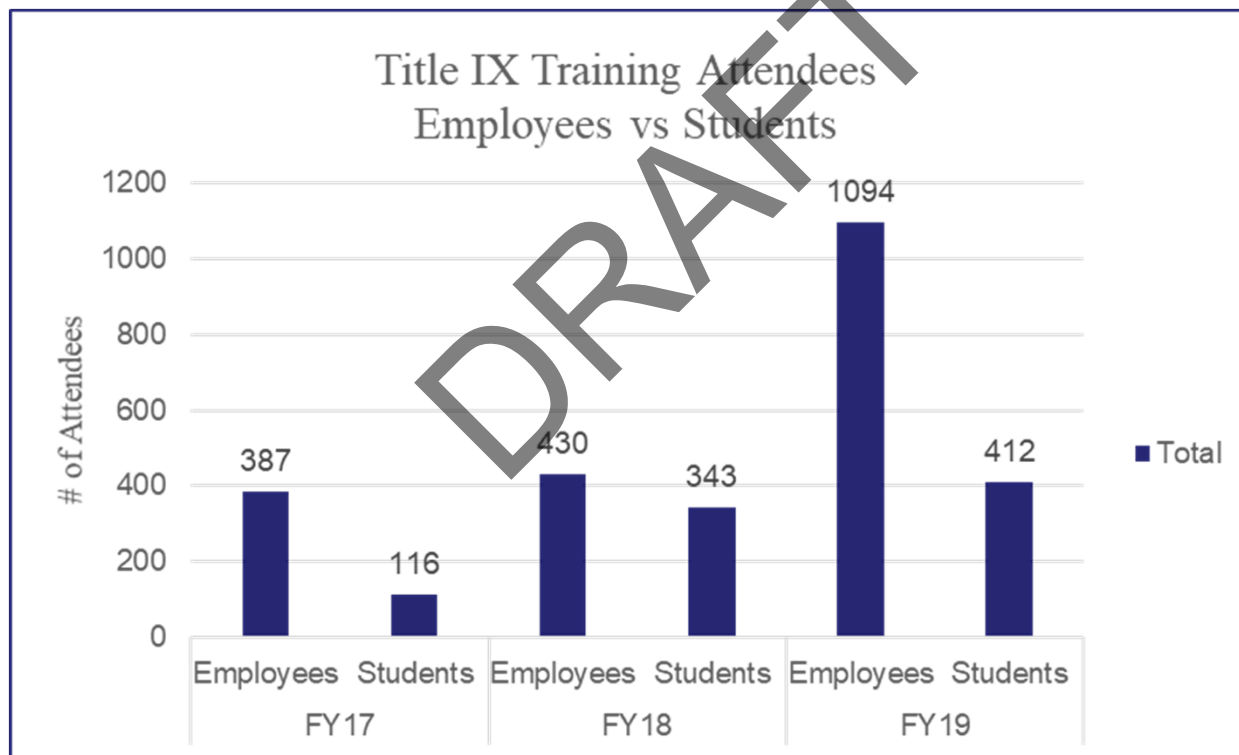
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Investigation Process

- Employee, student or program participant files an Title IX complaint
- EEO Office evaluates the complaint for acceptance
 - *Implement interim measures if necessary*
- EEO Office will conduct investigation
- Make a determination based on the “more likely than not” standard.

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Title IX Trainings



Office of Human Resources
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TITLE IX Report

**STAND UP AGAINST
HARASSMENT**



We can all stop sexual
harassment by stopping
harassers in their tracks.

TITLE IX
PROTECTS YOU

www.ccc.edu/TitleIX

Student Services Engagement in Title IX

- From January 2018 to December 2018 the Wellness Centers provides the following service delivery related to sexual assault, relationship safety, sexual harassment, and domestic violence:

Education and Prevention Programs	140
Classroom Presentations	573
Student Contacts	21,734
Staff hours	838

- Student Activities and Student Government Association
 - For 2019-2020, Five Bystander Intervention/ Title IX Trainings completed
 - For 2018-2019, Three Bystander Intervention Trainings completed

Student Services Engagement in Title IX

District-Wide Activities

- Confidential Advisor Training by RAINN for Wellness Center staff
- Annual Denim Day in April

DENIM DAY 2019 EVENT SCHEDULE

WHEN
Wednesday, April 24th
TIME
9am - 5pm | HWC Rm. 103

9AM WELCOME & DEDICATION

9:30AM-4:30PM PHOTOBOOTH OPEN*
*NOT OPEN BETWEEN 11AM-1PM

10AM-5PM EVENT/WORKSHOP SCHEDULE

11AM HWC TITLE IX PANEL DISCUSSION

12PM UNDOCUMENTED & INTERNATIONAL SURVIVORS ON CAMPUS - PRESENTATION

4:30PM CLOSING STATEMENTS

WEAR YOUR FAVORITE DENIM JEANS AND JOIN US FOR EDUCATION & ADVOCACY!

EVENTS & WORKSHOPS

HEALTHY RELATIONSHIPS ROUND TABLE
10am | 1pm | 2pm | Rm. 103 |
Host: Planned Parenthood | SABA'S 100

WHAT IS CONSENT? ROUND TABLE
10am | 1pm | 2pm | Rm. 103 |
Host: PLANNED PARENTHOOD | YWCA

GIRL TALK - GROUP SUPPORT
1PM-2PM | ROOM 1122
ALL GENDER IDENTITIES WELCOME
Host: JANE | HWC Clinical Interns

KNOW YOUR RIGHTS ROUND TABLE
1PM-2PM | ROOM 103
Host: Institute of Progress Labors

COMMUNITY RESOURCE SPACE
9am-4:30pm | Rm. 103 |
YWCA | Planned Parenthood
Institute of Progress Labors
Chicago Way Foundation Endowment
Woman's Network
National Immigrant Justice Center
Wash/USA | LIFE SPAN | SABA'S 100
HWC Wellness Center | A&D WASH

HEALING & RESTORATION WORKSHOPS
3pm | 4pm | Rm. 103 |
Host: Elizabeth Stevens, LSW
William Salas

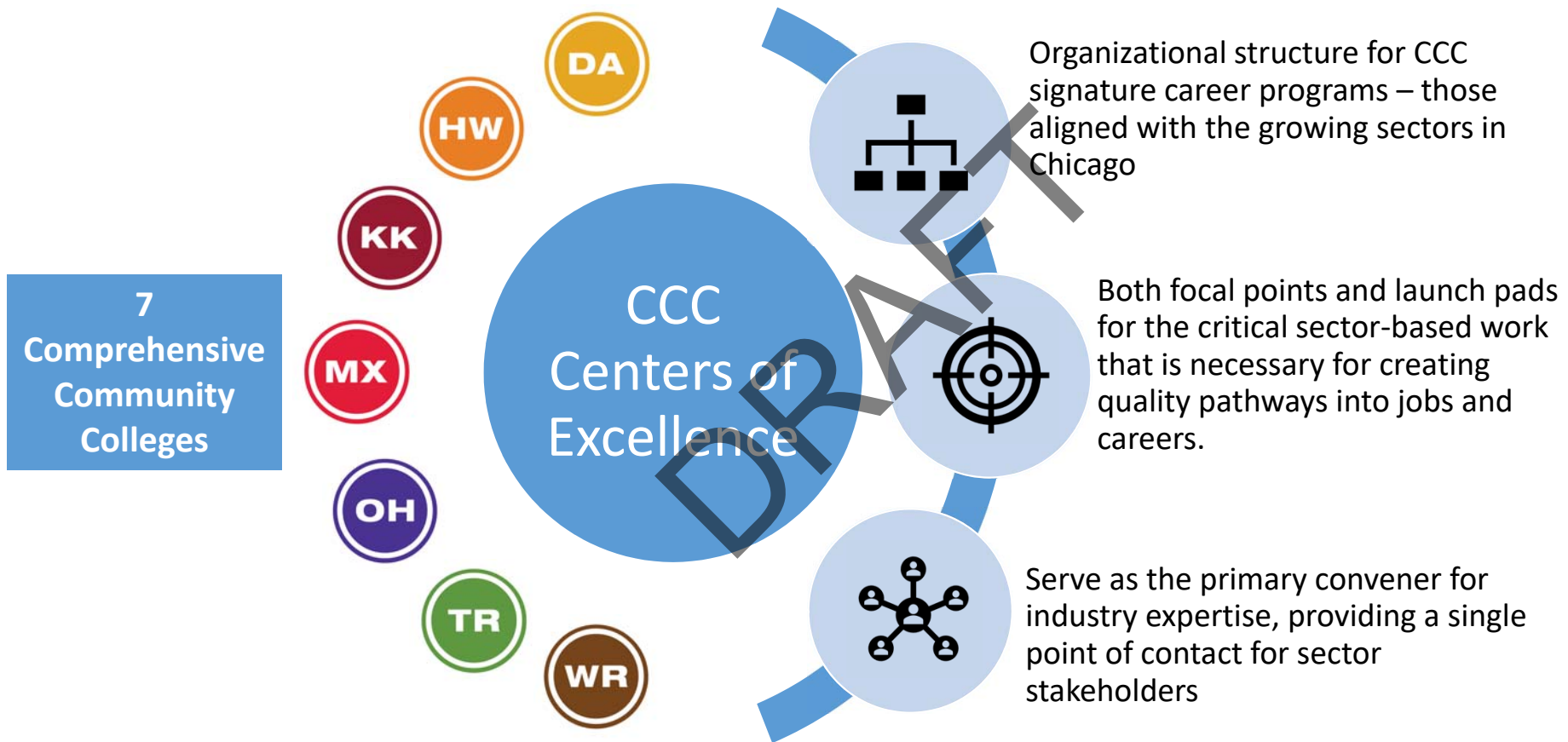


Centers of Excellence

December 5, 2019
Regular Board Meeting



City Colleges of Chicago is committed to providing Chicagoans pathways to economic mobility through industry-aligned career education programs.



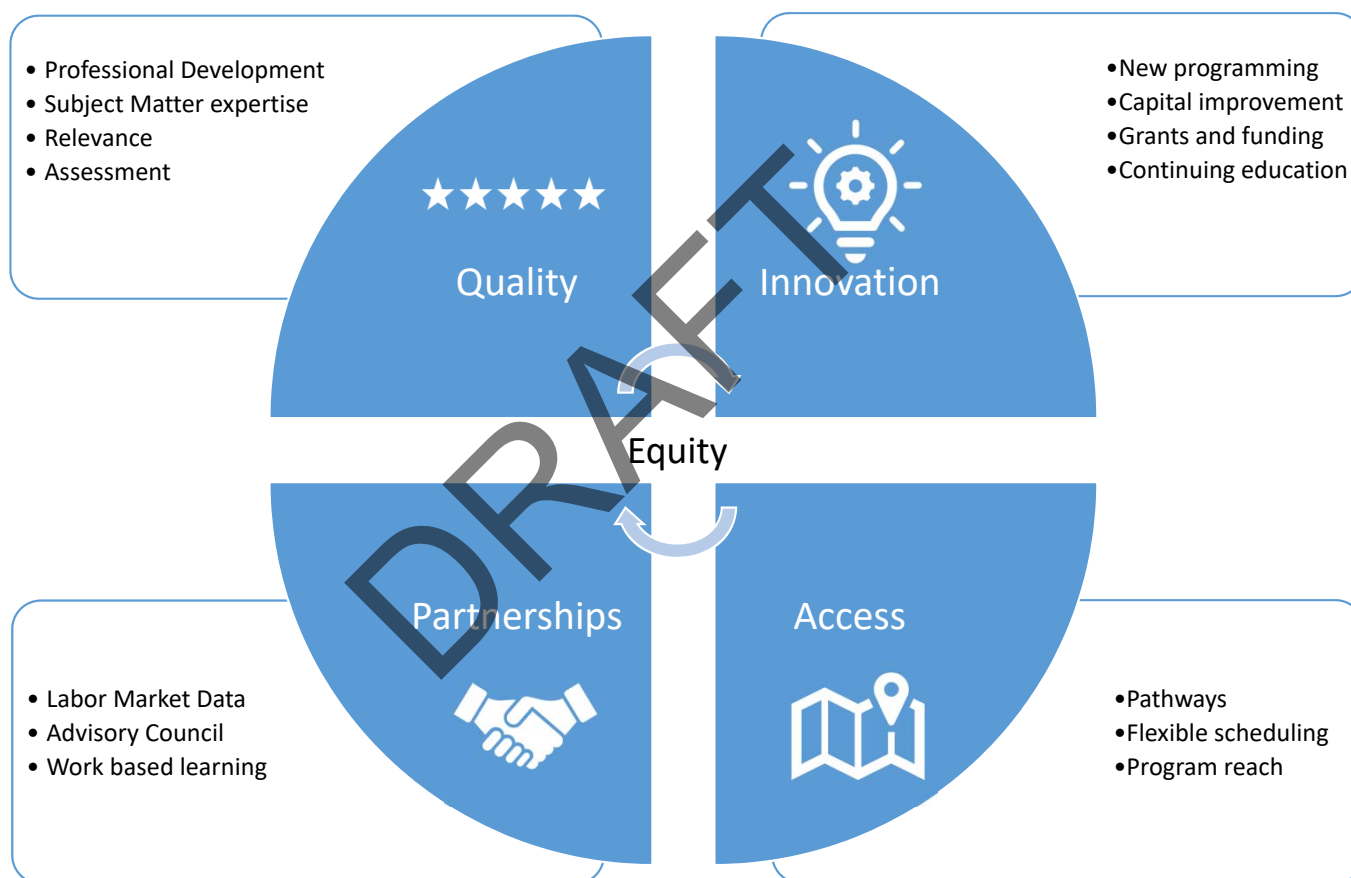
City Colleges of Chicago

Centers of Excellence

As focal points, Centers of Excellence are responsible for organizing resources and expertise for the purposes of Quality, Innovation, Access and Partnership.



Centers of Excellence



City Colleges of Chicago



Centers of Excellence – Richard J. Daley Advanced Manufacturing and Engineering

Donson Machine Co. Presenting



- Companies presenting to students
- DOL apprenticeships in development
- Industry credentials: NIMS, Lincoln
- Partnerships with industry associations
- AGMA National Training Center at Daley
- Basque Country, Italian Trade Agency



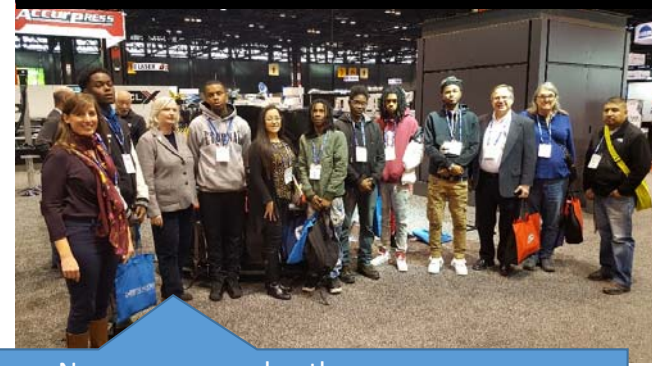
Forging Industry Association Event



Off-campus opportunities

- New Chatham Workforce Center
- Humboldt Park
- Early college locations

Students, Faculty, Staff at FABTECH



- New courses and pathways
- MTEC response is extremely positive
- Multiple grants received
- Local companies asking for CE training

- CHAS and Bogan HS early college programs
- Scholarships: Promise Grant and Haas
- Dual Credit at Austin and Bowen HS



Alternative High School Experience

City Colleges of Chicago



Centers of Excellence – Malcolm X Healthcare

Phlebotomy students at 4 Men Only Health Fair



Health Sciences **Professional Development Day**: Mental Health First Aid; Inter-professional Edu; Building Assessment Toolbox; Cross-program **SLO development**
January 2020 **Equity Audit** kickoff

16 **Program Advisory Boards**
Gift of Hope partnership formation
Medical Assistant Pathway Program (MAPP)
WBL: 1,894 clinicals; 40 youth; 300 capstones



Medical Assisting students at a Bone Marrow Drive



Students using 3D Anatomage Table



Spanish Language Comm. Health Worker Program
Virtual Hospital
West Side Learning Center expansion
Cybersecurity in Healthcare

BNA Expansion at OHC and Wright
\$1.5M ICCB **Workforce Equity** grant
Health Science Career Expo: 350 potential
Evening **Pharmacy Technology** cohort



Students practicing skills

City Colleges of Chicago



Centers of Excellence – Olive-Harvey Transportation, Distribution, & Logistics

OHC Fellowship Winners at
Transportation Research Board Conference



- Identifying strong pipelines of subject matter experts as faculty and instructors
- Utilizing industry professionals to enhance and validate curriculum and incorporate new and emerging technology, e.g. ASCM, Automobile Mechanics Local 701.
- Collaboration with corporate and community-based organizations in/outside Chicago to meet demand in areas of Automotive, Diesel, Aviation, Supply Chain and Commercial Drivers License.



Students and partners at CTE Career Fair

Aviation Tech students visit AAR facility



- New programming in Cannabis/Supply Chain Management & Logistics Certification
- Aviation Technology

- Developing prior learning assessment (PLA) process to convert experience into industry recognized certifications/credentials.
- Expanding to a 24/7 training facility, consistent with industry operations.
- Logistics on the Move programming offers supply chain management courses in a mobile RV classroom



Logistics on the Move mobile classroom